

CONSTITUTION
AND
RULES OF ORDER
OF THE
ricklayers and Masons'
International Union
of America

With Headquarters at Indianapolis, Ind.

Organized, October 17, 1865.
Revised and Adopted by the First Biennial and
Forty-First Convention at Detroit,
Mich., January, 1908



CHELTENHAM PRESS,
INDIANAPOLIS

ORDER OF BUSINESS

The following shall be the order of business at each session of the Union:

1. Report of Committee on Credentials.
2. Roll Call of Officers and Members.
3. Reading of Minutes.
4. Reports of Officers, commencing with the President.
5. Receiving Communications and Bills.
6. Reports and Petitions of Subordinate Unions.
7. Resolutions.
8. Reports of Special Committees.
9. Reports of Standing Committees.
10. Nomination for and Election of Officers.
11. Installation of Officers.
12. Unfinished Business.
13. General Benefit of the Organization.
14. Adjournment.

PREAMBLE

WHEREAS, God in His infinite wisdom has endowed all men with certain inalienable rights, among which are the right to life, liberty and the pursuit of happiness; and

WHEREAS, The trend of employers, assisted by combined capital, is to debase labor and deny it its lawful and just share of what it produces; and

WHEREAS, Experience has demonstrated the utility of concentrated effort in arriving at specific ends, and it is an evident fact that if the dignity of labor is to be preserved, it must be done by concerted and united action; and

WHEREAS, We hold that all men are created free and equal, and that honor and merit make the man, and that self-preservation is the first law of nature, and that he who would be free must first strike the blow; therefore, be it

Resolved, That knowing and looking to the righteousness and justice of our cause, we solemnly bind ourselves (by our most sacred honor) into one common brotherhood of men, to, by all lawful and just means, better our social and financial condition, by each for all and all for each, supporting each other by influence and finances in all just demands for a fair rate of compensation for our labor, and for reasonable hours of work per day; and

Resolved, That we recognize no rule of action or principle that would elevate wealth above industry, or the professional man above the working man; that we recognize no distinction in society, except

Revised and Indexed 2nd 4 Dec 54 7 Kraman

those based upon worth, usefulness and good order, and no superiority except that granted by the great Architect of our existence; and, calling upon God to witness the rectitude of our intentions, we, the delegates here assembled, confirm and establish the following Constitution.

CONSTITUTION

ARTICLE I.

TITLE, OBJECT AND POWERS.

Section 1. This body shall be known by the name and title of "BRICKLAYERS AND MASONS' INTERNATIONAL UNION OF AMERICA."

Sec. 2. The OBJECT shall be to unite into one parent body, for mutual protection and benefit, all members of the Mason Craft that work at the same, who are citizens of the country within its jurisdiction, without condition as to servitude or race.

Sec. 3. The POWERS of this Union shall be EXECUTIVE, LEGISLATIVE AND JUDICIAL. The government and superintendence of Subordinate Unions shall be vested in this Union, as the supreme head of all Unions in its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several Unions, or any members thereof, shall be referred for adjustment, and its decision thereon shall be final and conclusive. To it shall belong the power to determine the customs and usages in regard to all matters in relation to the fellowship of the craft.

Sec. 4. ALL LEGISLATIVE powers shall be reserved to this Union, duly convened in session, and shall extend to every case of legislation not delegated to or reserved for Subordinate Unions.

Sec. 5. All the EXECUTIVE and JUDICIARY powers of this Union, when not in session, shall be

vested in the executive officers, the President, First Vice-President and Secretary.

ARTICLE II.

ORGANIZATION, BY DELEGATES.

Section 1. COMPOSITION OF.—This Union shall be composed of elective and appointive officers, and the legally elected representatives of the Subordinate Unions acting under this Constitution.

Sec. 2. ON CREDENTIALS.—The following officers of this Union, viz.: President, First and Second Vice-Presidents, Secretary and Treasurer, shall be the Standing Committee on Credentials. They shall repair to the site of each and every succeeding Convention at least three days prior to its opening, to prepare the roll of Delegates entitled to seats in the Convention, to make up the several Committees, and have the same printed and ready for distribution at the first morning session on which the Convention convenes. Unions failing to report before December 31st shall not be entitled to have their delegates' names printed on the list. To hear and settle upon contests as to Delegates, and to complete all business then pending before the Executive and Judicial Boards. They shall confine and make their reports strictly within the provisions of Sections 3, 5 and 6, Article 2, of this Constitution.

Sec. 3. ON REPRESENTATIVES.—Each Union now organized, or which shall hereafter organize, under the jurisdiction of this International Union, shall be entitled to three representatives for any number of members up to two hundred and fifty, and an

additional representative or vote for each additional one hundred and fifty members, the basis of membership to be taken from the July report.

Sec. 4. ON VOTES.—Each regular representative to the International Union is entitled to one vote, and when a vote by Unions is taken, each Union is entitled to three votes, without reference to the number of its representatives present, except as provided for by the preceding section.

Sec. 5. ON DELEGATES' ELECTION.—Commencing with December, 1907, each Subordinate Union shall elect not earlier than the first, or later than the fifteenth of December, biennially, (except in cases where, by means of death, sickness, or discontinuance of membership, a vacancy occurs which cannot be provided for by such an election) its representatives to this Union, as this Constitution specifies, such representatives to hold their office for the ensuing two years, commencing with the second Monday in January following. All legitimate expenses of said representatives shall be defrayed by the Unions they respectively represent.

2. When a member of a Subordinate Union has been nominated and defeated for the position of delegate, he is ineligible to contest or be elected to represent any Subordinate Union at the Convention for which he entered contest in his own Union, and no member of a Subordinate Union shall be elected to the position of Delegate unless he has been a member of such Union for at least thirty (30) days before election, and no member of any Subordinate Union shall be eligible to vote for I. U. Delegates under thirty days from the time of depositing his Traveling Card in any Subordinate Union.

3. Any member or alternate, duly elected, who fails to appear in person within three days after the opening of the Annual Convention, shall not be obligated or seated.

4. Any member duly elected a Delegate in the manner herein provided for, cannot be removed by subsequent action, unless, after such election, he shall be convicted of an offense against the laws of the Subordinate Union or of the B. and M. I. U., by which he may forfeit his rights as a member of such Union.

Sec. 6. ON CONTESTS.—In all contests pertaining to the regularity of the election of Delegates, in order to receive a decision prior to the opening of the Convention, the contestants must forward the same, together with their evidence, to the Secretary of the I. U. on or before December 20th, and also a statement that a copy of such action for contest has been served upon the parties accused, so that they may have an opportunity for defense, the answer of the defense to be returned within ten days from receipt, to the Committee on Credentials, through the Secretary of the I. U.

Sec. 7. PENALTY.—Corresponding Secretaries of Subordinate Unions shall forward to the Secretary of the I. U. on or before the 20th day of December of each Convention year, the names of their duly elected Delegates. Any Secretary failing to do so shall be fined the sum of \$5.00, said sum to be collected from the Union whose Secretary is derelict, and the same to be paid to the Treasurer of the I. U.

The Secretary of the I. U. shall provide and issue

for the use of said Delegates the following form of Credentials:

Hall of Bricklayers' Union No.....

Dated.....190...

BRICKLAYERS' AND UNION No....

*To the Officers and Members of the Bricklayers and
Masons' International Union of America:*

THIS IS TO CERTIFY, *That Brother.....
of this Union was duly elected at our first regular
meeting held in December on above date as Repre-
sentative thereof for the term of two years from the
second Monday in January next.*

*In witness whereof, we have attached the seal of
this Union.....President.*

.....*Recording Secretary.*

Sec. 8. Any officer of a Subordinate Union who fails to sign credentials, or such papers as are necessary to provide for the expenses of a duly elected delegate, shall be fined the sum of \$50.00, and stand suspended until same is paid, the amount to be collected by the Union the delegate represents, and be paid over to the I. U. Treasurer.

ARTICLE III.

ADMITTANCE AND REPRESENTATION.

Section 1. This Union shall not recognize in Convention any Union that does now or may hereafter exist, unless they adopt laws in conformity to this Constitution.

Sec. 2. Delegates from any Subordinate Union in arrears shall not be entitled to seats in the Convention until all said arrears be paid.

Sec. 3. Any officer or member of a Subordinate Union may act as a Delegate to this Union if elected by his respective Union. And no ex-delegate shall be debarred from election on account of previous representation. But Subordinate Unions have the privilege to regulate their own laws with reference to the eligibility of members to be elected as Delegates, by prescribing a fixed limit of time for membership, or for other offices in their respective Unions.

Sec. 4. The International Union shall pay the expenses of its officers while attending its Convention, which expenses shall consist of all car fare, boat fare, and hotel bills, and a day's pay according to the rate of wages allowed by the Union to which they may belong, and one dollar per day additional for the actual time spent at the Convention and journeying to and from. Salaried officers of the I. U. shall not be allowed the per diem allowance herein referred to.

Sec. 5. Section 4 of this Article refers to officers of the I. U. only, and in no manner refers to representatives of Subordinate Unions.

ARTICLE IV.

ELECTION OF OFFICERS.

Section 1. The elective officers of this Union shall consist of a President, First, Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth Vice-Presidents, Secretary and Treasurer. The appointive officers of this Union shall consist of a Sergeant-at-Arms, to be appointed as hereinafter provided for.

Sec. 2. No delegate shall be eligible to office in this Union whose Union is indebted in any manner for dues, assessments, or otherwise. And no one

shall be eligible to be elected as an officer of the I. U., unless he is an officer of, or a duly elected Delegate to the Convention at which he is nominated.

Sec. 3. The election shall be by ballot, and it shall require a majority of all votes polled to constitute an election. At every unsuccessful balloting the name of the candidate receiving the lowest number of votes shall be withdrawn each time until the election takes place. While the nomination and election of one officer is pending, it shall not be in order to make nominations for any other office.

Sec. 4. At all elections of officers, the President shall announce the names of the candidates in rotation as they are nominated. He shall appoint, before proceeding to ballot, two tellers and one clerk, who shall receive in front of the President the votes of the members. The tellers shall canvass the votes and report the result to the President, by whom it shall be announced.

Sec. 5. All officers of this Union, and of Subordinate Unions, shall be installed as soon after election as possible, and shall be required to take the following obligation:

"I.....do hereby solemnly pledge my most sacred honor as a man, that I will faithfully discharge the duties of my office as..... of this Union during the term for which I have been elected, or until my successor is duly elected and installed; that I will support the Constitution of the International Union, and the By-Laws, rules and regulations of this Union, and that I will enforce the laws thereof to the best of my ability, without prejudice or partiality."

ARTICLE V.

OFFICERS.

Section 1. DUTIES OF THE PRESIDENT.—The President shall preside at all meetings of this Union, preserve order, and enforce the laws thereof. He shall decide all questions of order, law and usage, and all constitutional questions subject to an appeal to this Union. He shall have the deciding vote whenever the vote of this Union shall be equally divided on any question, but shall not vote at any other time. He shall appoint all appointive officers, and all officers *pro tem.*, and all committees not otherwise ordered. He shall sign all orders on the treasury for the payment of such moneys as shall be required by this Constitution and special directions of this Union, and none other. He shall have the power to visit Subordinate Unions and inspect their proceedings, either personally or by deputy, whenever the necessities of the case demand it, and require a compliance with the laws, rules and usages of this Union.

The President shall have the power to, and shall appoint a Sergeant-at-Arms, whose duties are hereinafter defined. He shall also, with the consent of a majority of the Executive Board, appoint all special deputies, defining their duties and powers. He shall cause to be issued the Pass-word, and furnish the same to the deputy of each Subordinate Union in good standing. He may require at any time any information from any officer of this Union respecting his office. He shall examine all Subordinate Union laws, agreements or rules, and see that they conform to I. U. laws before they meet with his approval. He shall attend all meetings of this Union

during his term of office, and shall be *ex officio* a member of all committees. He shall have a general supervision of the interests of this Union as the supreme executive officer, and shall submit a printed or written report at each biennial meeting, of his acts and doings in relation thereto, and shall perform such other duties as this Constitution or Union may require. His salary shall be two thousand five hundred dollars (\$2,500) per year, payable in monthly installments of \$208.33 $\frac{1}{3}$, which shall be due on the last day of each month. All expenses incurred by him in the discharge of his duties shall be defrayed by this Union. In case of death, absence, or inability of the President, or a vacancy in his office, the First Vice-President shall succeed to his office, and all duties, for all purposes for the remainder of the term. His term of office shall expire when his successor has been duly elected and installed. He shall be stationed at headquarters.

Sec. 2. DUTIES OF FIRST VICE-PRESIDENT.—The First Vice-President shall be stationed at headquarters, and shall act as Special Deputy whenever requested to do so by the President, to whom he is at all times subject. His salary shall be eighteen hundred and seventy-five dollars (\$1,875.00) per year, payable monthly, in installments of one hundred and fifty-six dollars and twenty-five cents (\$156.25), which shall be due the last day of each month. All expenses incurred by him in the discharge of his duties as Special Deputy shall be defrayed by this Union.

Sec. 3. DUTIES OF SECOND VICE-PRESIDENT.—The Second Vice-President shall succeed the First Vice-President in case of death, resignation or removal.

perform the duties of that office, and receive the salary designated therefor; he shall act as Special Deputy whenever called upon by the President, to whom he is at all times subject. All expenses incurred by him in the discharge of his duties shall be defrayed by this Union.

Sec. 4. The duties of the Third, Fourth, Fifth, Sixth, Seventh and Eighth Vice-Presidents shall be defined by the Executive Board.

Sec. 5. DUTIES OF SECRETARY.—The Secretary shall keep a true record of the proceedings of this Union. He shall keep a correct list of all Subordinate Unions, according to the number and date of their organization, and also a correct roll of all representatives of this Union. He shall safely keep all records and all other property of this Union not otherwise in use or disposed of, and be ready at all times to report to the President or Executive Board upon any matter required by him or them. He shall draw and sign all orders on the treasury for such moneys as shall be ordered to be paid by this Constitution, or at a regular or special meeting of this Union, and none other. He shall receive, read and safely keep all reports, papers and documents, and conduct the correspondence of this Union. He shall, with the consent or by direction of the Executive Board, or this Union in Convention assembled, have power to grant charters and furnish books, seal, and everything requisite to open new Unions, on legal application being made to him. He shall furnish all supplies, such as stationery, or of a printed nature, to all officers of this Union, or of committees appointed for general or specific purposes, and he shall have exclusive right and control of the trade emblem

of this organization. He shall prepare and have printed a true record of the proceedings of the biennial sessions of this Union, in such quantities and manner as may be agreed upon, and distribute the same pro rata to the Subordinate Unions according to the membership they report at such biennial session, and a copy of the same shall be written in the record journal. He shall issue monthly circulars for the months of March, May, June, August, September, October, November and December of each year, which shall contain information pertaining to delinquent members, and all matters he may consider of a private nature. He shall furnish at the end of each year a revised delinquent list to each Subordinate Union, and said revised list shall be included in the supplies for all new Unions. Other matters, such as Corresponding and Financial Secretaries, reinstatements, installations of new Unions, or information wanted of any missing members, or other general matters of interest, shall be printed and appear in each month's issue of the Journal, and the Secretary shall furnish for the Journal all matters above mentioned in time for each month's publication thereof. He shall prepare a Semi-Annual Report of this Union, and have the same printed, and forward at least two copies on or before the 20th day of July to each Subordinate Union. He shall furnish to the Committee on Subordinate Unions properly ruled blanks to make a biennial statement on of all Subordinate Unions of the I. U., the same to be of white paper and to be ruled in lines of 25 on each sheet, with spaces for totals and proper headings. He shall place on these sheets the Semi-Annual Report of each Union, to be handed to the Committee on Subordinate

Unions at each Convention for this Committee to compile its report. He shall have printed the President's and Secretary's Annual Report, up to and including December 1st of each year, at the rate of four copies for each Subordinate Union, and one copy additional for each delegate in excess of said amount that a Union is entitled to (same to be sent to such Unions before the assembling of the Convention), and a Supplemental Report to be submitted at each biennial session. He shall make arrangements for special railroad rates for delegates attending each Biennial Convention. Copies of all communications and reports received by him in his official capacity shall be laid before this Union, and he shall perform such other duties as this Constitution or Union may require. All expenses incurred by him in the discharge of his duties shall be defrayed by this Union. He shall deliver up to his successor in office all books, papers and other property belonging to his office. He shall have power to employ such assistance in his office as he from time to time shall need it. The Secretary's salary shall be two thousand five hundred dollars (\$2,500) per year, payable in monthly installments of \$208.33 $\frac{1}{3}$ per month, and his term of office shall expire when his successor is duly elected and installed. He shall be stationed at headquarters.

Sec. 6. DUTIES OF TREASURER.—The Treasurer shall receive and take charge of all moneys and securities of this Union, giving receipts therefor, and pay all orders regularly drawn on him, and signed by the President and Secretary of this Union, and no others. He shall attend the biennial session of this Union, and shall present his report, showing his receipts from all sources, and crediting to

each fund the proper amount received for such, and from whom. He shall report his expenditures by items, and to whom paid, and the amount of moneys on hand in the several funds or invested by order of the Trustees. He shall keep an account both of Dr. and Cr. between this Union and each Subordinate Union, and shall report to the President of this Union or to the Executive Board whenever required by them the receipts and expenditures or the condition of the various funds, as may be inquired for, and at no time shall he retain more than one hundred dollars (\$100) in his hands, but deposit the same in a bank, on interest, to the credit of this Union.

2. He shall also, on or about the first day of December in each year, forward to each Union that may be in arrears for dues, assessments or otherwise, a written or printed statement showing the amounts for such arrears, and he shall keep a list of entry of such Unions notified, and all such Unions as are delinquent in paying such arrears he shall report to the Convention assembled.

3. He shall, before entering on the duties of his office, give a bond to the Trustees of this Union for each term of office, in the sum of not less than one hundred thousand dollars (\$100,000), signed by a responsible surety company. Amount of said bond to be increased if considered necessary by the Executive Board, the premium on same to be paid by the B. and M. I. U., conditioned that he pay and deliver at the expiration of his term of office, or sooner if required by this Union, all moneys, sureties, evidences of debt, books, papers and properties of this Union under his control.

The Treasurer's salary shall be eighteen hundred

and seventy-five dollars (\$1,875.00) per year, payable in monthly installments; and his term of office shall expire when his successor has been duly elected and installed.

Sec. 7. OFFICIAL JOURNAL.—The Executive Board's duties will be to advocate, through editorials in the *Journal*, ideas consistent with true trade unionism.

2. The Executive Board shall be the authority as to what matter shall be printed in said *Journal*, what advertisements inserted, the price to be paid for same, and all other matters connected with its publication. It shall have full charge and responsibility of the policy of the *Journal*, and be its own censor, except in matters emanating from an Executive Officer of the B. and M. I. U., over his own signature, which matters shall be free from censorship by the Board.

The same rules as are provided in this Constitution governing questions of a religious and political nature, shall apply to the policy of the *Journal*.

3. The Secretary of the I. U. shall receive all moneys paid for subscriptions, advertisements, or coming from any other sources, and shall make a quarterly statement to the Treasurer and Executive Board.

All matters pertaining to expenses and disbursements shall be published by the Secretary in the quarterly circulars.

4. All bills incurred for the purpose of issuing the *Journal* shall be paid by the Treasurer of the I. U., when properly approved by the Executive Board of the organization.

Sec. 8. DUTIES OF THE EXECUTIVE BOARD.—The Executive Board shall have entire control of all executive business and the official *Journal* of this Union,

when not in session, viz., all grievances relating to and all strikes and lockouts, the settlement of all disputes between bosses or exchanges and members of this or Subordinate Unions, and the concurrence in the appointment of all special deputies or committees. It shall have full and complete control of all strikes, and shall have power to issue charters and organize new Unions, as provided for in Section 5 of this Article, and its decision shall be final, unless reversed by the Convention.

2. The Executive Board is empowered to initiate applicants for membership into the B. and M. I. U. in the localities where there is not a sufficient number to form a Union, said applicants for membership to become members of the nearest Union of the craft, and to pay the regular initiation fee to the said nearest Union.

3. Any member or members sending out circulars vilifying the character of a member or members of the I. U., contrary to the laws of the B. and M. I. U., and without first obtaining permission from the Executive Board, shall, after due investigation, be fined in the sum of \$100, and stand suspended until the fine is paid.

Sec. 9. DUTIES OF JUDICIARY BOARD.—The Judiciary Board shall have entire control of all judicial business of this Union, when not in session, viz., all appeals by members or Unions against members or Unions of another State or Province, all decisions as to the law or usages of I. U., or of Subordinate Unions, all charges or disputes of one member against another, or his Union, and all charges or disputes of one Union against another, and all questions as to the law raised or reported by Depu-

ties. In fact, all questions relating to laws of the I. U. or Subordinate Unions; but shall in no case render a decision until both parties shall have had a full and complete opportunity to answer all charges made, and refute all evidence submitted; and its decision shall be final (unless reversed by the I. U. in Convention assembled) and must be respected and obeyed accordingly. And it shall forward to the Secretary of the I. U. all papers and copies of all decisions rendered or business transacted by it, to be by him placed on file among the records of the I. U., and be printed in the President's official report.

Sec. 10. The Secretary shall procure a competent assistant, who can take the proceedings of the Convention in shorthand, if necessary, and furnish the members at the opening of each session of the Convention with a typewritten, mimeograph, or printed copy of the proceedings of the previous day, the proceedings of the last day of the Convention to be mailed to each delegate's address.

Sec. 11. The Sergeant-at-Arms shall be appointed from the Union located in the place where the Convention is being held. He shall have immediate charge of the door, under the direction of the presiding officer, and shall receive as compensation per day the regular rate of wages demanded by the Union he represents, and his term of office shall be at the pleasure of the President.

ARTICLE VI.

OFFICIAL JOURNAL.

Each member in good standing is to receive each month a copy of the official Journal, "The Bricklayer

and Mason," the cost to be fifty (50) cents per year, and payment to be included in the Per Capita Tax.

ARTICLE VII.

BOARD OF TRUSTEES.

The President, First Vice-President and Secretary elected by this Union shall constitute a Board of Trustees, who shall have prepared for and received from the Treasurer-elect, before entering on the duties of his office, a joint and several bond in such sum and with such securities as this Constitution or Union may require, which shall be within one month from the date of his election. The Trustees shall perform such other duties as this Union may require.

ARTICLE VIII.

VACANCIES IN OFFICE.

Should there be a vacancy in any office, except that of President, the President shall appoint a successor to fill the vacancy, or should any officer wilfully fail to perform his duties for the space of one month, the President shall declare the office vacant, and shall proceed to fill the vacancy. Should the duties of the office then not be fulfilled, the President may, if he deem it expedient, perform the duties himself. Should the office of President become vacant the First and Second Vice-Presidents shall succeed to the office in their order. (See Art. 5, Secs. 1 and 2.)

ARTICLE IX.

BIENNIAL MEETINGS.

The biennial session of this Union shall be held on

the second Monday in January, at such place as shall be designated by a majority of the representatives at the preceding biennial session. The representatives of a majority of Unions represented, accepted and admitted to seats in Convention, shall constitute a quorum for the transaction of business.

ARTICLE X.

REVENUES.

Section 1. The revenue of the International Union shall be derived as follows: Each Subordinate Union shall pay into the treasury of this Union the sum levied at each Convention on the number of members constituting their basis of representation, payable quarterly, in advance, and should the revenue so raised not be sufficient to defray the current expenses of this Union, there shall be a pro rata assessment levied on the members of each Subordinate Union to meet this deficiency.

Sec. 2. The basis of representation and taxation shall be the number of members in the Subordinate Unions not more than six months in arrears, on the first of January and July in each year. If six months or more in arrears and not stricken from the books, they are taxable to the International Union.

Any Subordinate Union which allows itself to run six months in arrears for dues shall be dropped from the roll, and shall not be restored until it pays double the amount of per capita tax for the term it has been in arrears on the membership reported by it previous to being dropped.

Sec. 3. All Subordinate Unions shall, when a new member is initiated, charge and collect from said

member, in addition to the regular initiation fee, the sum of one dollar, the said tax being exclusively for the I. U. Reserve Strike Fund; and, when collected shall, each quarter, be forwarded to the Treasurer of the I. U., and by him shall be credited to the Reserve Strike Fund account. Each Union shall be held accountable for said amounts according to the number of initiations reported in the reports for January and July.

Any member of a Union in arrears for dues for five months, shall be suspended, and in six months must be dropped from the roll, and shall not be reinstated again unless upon payment of an initiatory fee.

ARTICLE XI.

GENERAL POWERS.

Section 1. The International Union shall have power to define its organization and representation.

To grant or annul charters.

To regulate the standard hour working day.

To define what constitutes masonry.

To establish a limit as to the amount of initiation fees.

To regulate a judicial code of procedure.

To establish and enforce arbitration.

To legalize and govern strikes and lockouts.

To issue cards of fellowship, and shall have such other powers as (if not delegated to or reserved for Subordinate Unions) it may deem expedient from time to time to adopt.

Sec. 2. STANDARD WORK TIME.—No Subordinate Unions or members thereof, working under the jurisdiction of this International Union, shall work more

than nine hours in twenty-four hours for a day's work. This can be departed from only in cases of extreme emergency, which must be reported to and receive the sanction of the Executive Board. In sudden cases of emergency the Subordinate Unions can act at once, especially where life is at stake. In ordinary cases of emergencies (see Section 5, Article XVII.)

2. The Executive Board is vested with power to grant financial assistance to any Subordinate Union who may apply for said assistance, with proof that with said assistance they can secure the eight hours without regard to wages.

3. The Executive Board is vested with power to grant to such Unions as may apply for same, the privilege to work such hours as will tend to hold and control any mason work in rolling mills, smelting works, blast furnaces, or corporation work held or controlled by scabs or non-Union men (after an investigation has been made of the same, the cost of such investigation to be paid by the party or Union making such application).

4. That all members of the B. and M. I. U. going into a town where the privilege has been granted to the Union of that town to work such hours as will enable it to get control of jobs in rolling mills, blast furnace works, or smelting works, and going to work on such jobs shall be compelled to deposit their traveling cards in said Union. Members failing to comply with this law shall be fined the sum of \$100, and an additional \$50 for each and every offense thereafter.

Sec. 3. MASONRY.—Bricklaying Masonry shall consist of the laying of bricks in, under or upon, any

Structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns; in mines or fortifications, and all underground work, such as sewers, telegraph, electric, and telephone conduits, where a trowel and mortar are used; and all pointing, cleaning and cutting of brick walls, or other work requiring the labor of a skilled person. Fire-proofing, block arching, terra cotta cutting and setting, the laying and cutting of all tile, plaster, mineral-wool and cork blocks, or any substitute for above material, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings is bricklayers' work.

2. STONE MASONRY shall consist of laying all rubble work, with or without mortar, setting all cut stone cut in yards or in quarries by stone cutters, when the same is covered by stone; cutting all shoddies, including all broken ashlar, rock-faced ashlar, range or random ashlar, jambs, corners and ringstones, and laying of same, and cleaning and pointing of stone work.

This is to apply to all work on buildings, sewers, bridges, railroads or other public works and to all kinds of stone, particularly to the product of the locality where the work is to be done, and the same shall be considered stone masonry.

3. ARTIFICIAL MASONRY.—The cutting, setting and pointing of cement blocks or artificial stone, and all cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs, arches and plaster block partitions, where substituted for brick, shall be done by members

of the B. & M. I. U. All Subordinate Unions shall have this section and these paragraphs inserted in their Constitution and By-Laws.

Sec. 4. MEMBERSHIP.—No person shall be accepted to membership in this organization without he is first vouched for as being a citizen, or has declared his intention in the manner prescribed by the law to become such of the country under this jurisdiction.

He must be a practical bricklayer, mason or plasterer, and competent to command the existing scale of prices for work; and shall (if complaint is made as to his ability) be compelled to pass a satisfactory examination by a committee of the Union in whose jurisdiction he is working. No exclusive fireproofers shall be allowed to become a member of any Subordinate Union. No applicant for membership shall be black-balled except for incompetency.

EQUALITY.—Every member of the International Union shall stand equal before the law in his rights and privileges, and shall be entitled to all benefits and protection, providing he conforms to the rules and form of procedure hereinafter mentioned.

Sec. 5. INITIATION FEE.—No Subordinate Union shall maintain, charge, or accept an initiation fee for membership of less than ten dollars (\$10), unless special permission for a limited time has been granted by the Executive Board.

Sec. 6. AGREEMENTS AND ARBITRATION.—Desiring to keep pace with the progress of the times, after profiting by many years of experience, and believing that almost all labor troubles can be settled and rectified through the channels of reason and conciliation without having recourse to strikes, the International

Union ordains that all Subordinate Unions under its jurisdiction must embody in their Constitution or By-Laws a general law providing for a form of agreement with employers and the establishment of a Joint Committee of Arbitration, for the purpose of establishing a means whereby all questions in dispute between themselves and employers can be peaceably settled.

2. The form and nature of such agreement shall govern such matters of interest as are most likely to form subjects of dispute, such as the regulation of the rate of wages per hour for general work, the rate per hour for extra or overtime, specifying the rate and hours for such, the rate for holidays, and specifying the same, the number of hours worked per day, the government and regulation of apprentices, and such other questions or rules as may be of joint benefit to employers and employes represented by such agreement. Such agreement shall remain in effect and force for one year from date agreed upon, or until changed by subsequent agreement. All questions to be settled by this committee must be referred to it without being acted upon independently by either association. Such agreement shall not include any clause binding members of Subordinate Unions to work for only members of Builders' Associations; this law not to interfere with agreements made with employers, which includes all work of masonry prescribed by the I. U. law.

To such committee shall be referred all the questions and matters alluded to in the preceding section, and also such other matters as the Union may direct or that have a tendency to cause a controversy between the Union and the employers. All communica-

tions, notices and other written or printed matter whatsoever sent to any person or persons by the Arbitration Committee shall bear the signature of the chairman and secretary of said committee, and the seal of the Subordinate Union they represent.

3. The formation of these Articles of Agreement shall be the work of the Joint Committee on Arbitration, which committee shall consist of not less than three members from each of the associations represented (and it should be expressly agreed that all questions pertaining to the mason trade should be settled by those connected therewith, and none others), and it shall consider all matters of mutual interest to employers and workmen as may be referred to it, and its decision and findings shall be conclusive and binding upon all parties concerned.

4. It should also be understood and agreed upon by both parties, that pending all differences being submitted to the committee for action, work shall proceed without stopping. The Subordinate Unions shall, in their laws, specify when the members of this Joint Committee shall be elected, state their duties, and they shall be governed by such rules of procedure as such Joint Committee may adopt for their government.

5. In localities where there are three or more Unions in one jurisdiction, each Union will elect but one delegate to such Committee on Arbitration, the number of delegates representing the employers to be of the same number as there are delegates from the Unions.

6. In localities where there are but two Unions, one a bricklayers' and one a stonemasons' Union,

each Union shall elect three delegates to meet a like number of employers, and they can all act in one Joint Committee, or each branch can form its own Joint Committees. In this latter case, the conclusion of both Joint Committees must in nowise conflict with the rights guaranteed to members by this Constitution.

ARTICLE XII.

CHARTERS.

Form and Provisions of Charter.

Bricklayers and Masons'
International Union of America,
Organized October 17, 1865.
Doth Grant this Charter to

.....President.Fin. Sec'y.
.....Vice-President.Cor. Sec'y.
.....Rec. Sec'y.Treasurer.
.....Doorkeeper.	

And to their successors legally elected, to constitute a Union to be known as Union No. of the to be held in for the purpose of effecting a thorough organization of the trade; and the said Union being duly formed is hereby authorized and empowered to initiate into the Union any person or persons duly proposed and approved according to the Constitution adopted by the International Union, and to enact By-Laws for the government of their Union.

Provided always, that the said Union do conform to the Constitution of the International Union, and pro-

vided also, that said Union be held in.....
 in the and not removed therefrom with-
 out the consent of the International Union, and in de-
 fault thereof, or any part, this Charter may be sus-
 pended or taken away by the decision of the Interna-
 tional Union, and should the said Union No. be
 dissolved, or forfeit this Charter, then all books and
 papers of said Union shall become the property of the
 International Union.

And further, in consideration of the due perform-
 ance of the above, the International Union do bind
 itself to support the said Union No. in the exer-
 cise of their rights and privileges as a Subordinate
 Union.

In witness whereof, we have subscribed our names
 and affixed the seal of the Bricklayers and Masons'
 International Union of America, this.....day of
A. D. one thousand nine hundred and.....

.....President.

.....Vice-President.

.....Secretary.

SEAL

Attest.

Section 1. APPLICATION FOR CHARTER.—Applica-
 tion for Charter for a new Union must be signed by
 at least ten bricklayers or masons of good standing,
 in a community where there are a sufficient number of
 bricklayers or masons to maintain a Subordinate
 Union. Under no circumstances will a Charter be
 granted to any body of men in any city, town or vil-
 lage where one or more Unions already exist, without
 the consent of a majority of the other Unions being

first obtained. But should a Subordinate Union refuse to grant a Charter to a body of bricklayers, simply on account of race, nationality or religion, the Executive Board shall have power, after due investigation of same, to grant a Charter to said bricklayers, if, in their opinion, the Union refusing to grant said Charter is unjustifiable, providing applicants can demand the hours and wages. Under no consideration shall the Executive Board grant said Charter unless they demand the hours and wages in the jurisdiction in the locality where it is to be granted.

Sec. 2. The following is the FORM OF APPLICATION FOR A CHARTER:

.....190...

We, the undersigned, residents of believing the Bricklayers' and Masons' Union to be well calculated to improve our intellectual and social condition, and promote our industrial well-being and advancement, respectfully petition the Bricklayers' and Masons' International Union to grant us a Charter to open a new Union, to be located in the city of, county of, State or Dominion of We pledge ourselves individually and collectively to be governed by the Constitution, rules and usages of the Bricklayers' and Masons' International Union.

QUESTIONS TO BE ANSWERED.

State the population in the city or proposed territory.

State the number of bricklayers and masons who are residents of the same.

State the number who have expressed a willingness to join the Union.

State the number who refuse to join, with reasons.

State the number of hours worked per day.

State, if ten hours is the rule, how soon the nine-hour standard time can be obtained.

State the rate of wages paid per hour.

State the number of International men, if any, who are working there.

State their names, and the Union they belong to, if possible.

State if there is any difficulty now pending, or apprehended with employers at the mason trade.

State the present condition of trade.

State the prospects of trade for the season.

State the distance to our nearest Union, from which a Deputy will be sent to install your body, his expenses to be paid by your Union.

Names..... Names.....

Sec. 3. All Unions that may hereafter organize and apply for a Charter shall pay the sum of fifteen dollars (\$15.00); and in addition must pay for each charter member the sum of twenty-five cents, as provided for in Article X, Section 3. The application shall be addressed to the Secretary of this Union, who shall have power to grant the same and forward the necessary supplies requisite to open new Unions, which shall consist of one Seal, one Record Minute Book, one Book for Financial Secretary, one Book for Treasurer, one Book each of Traveling Cards and Certificates of Deposit, one Password Key Book, Proceedings, Constitutions, and Monthly Reports, and he shall have power to send any Deputy near said lo-

2. cality, or as he may deem proper to organize the same, install the officers and members and instruct them in the usages and rules of the organization, the expense therefor to be paid by the Union installed.

2. The Deputy, previous to installing the Union, shall upon instruction received from the Secretary, investigate and ascertain whether a Charter can be maintained in such locality, and if he is in doubt, he shall report at once to the Secretary for further instructions.

3. The Executive Board shall have power to grant Charters to any Union that may be able to at once comply with the nine-hour law.

4. Any Union organized, or which shall hereafter organize under the jurisdiction of the B. and M. I. U., owning real estate or other property, shall retain all rights, title and interest to such property in the local Union holding and owning said property, the B. and M. I. U. disclaiming any power or jurisdiction whatever over the same.

Sec. 4. QUESTIONS TO BE ASKED.—All Subordinate Unions when installed, and all candidates for membership at time of installation, must take the Pledge of Obligation to this organization.

These questions must be asked of all candidates before they are initiated:

1. Are you now a citizen of the United States or Canada?

2. If not, have you filed your declaration of intention to become one?

3. If so, when and where?

4. Are you now a member of any Subordinate Union working under the jurisdiction of the International Union?

5. Have you ever been a member of the I. U.?
6. If so, have you been expelled, and for what cause? And state the name and number of the Union.
7. Have you ever been rejected by any Subordinate Union of the B. and M. I. U.?
8. Have you ever worked in the jurisdiction of any Subordinate Union of the B. and M. I. U.?

A negative answer to the first two questions rejects the applicant, and a negative answer to either of the last two questions; then the initiation shall be laid over until an investigation has been made from the place or Union he came from.

Every person initiated in any Subordinate Union shall take the following pledge:

PLEDGE.

I hereby solemnly and sincerely pledge my honor as a man that I will not reveal any private business or proceedings of this Union or any individual action of its members; that I will, without equivocation or evasion, and to the best of my ability, so long as I remain a member thereof, abide by the Constitution and By-Laws, and the particular scale of prices of work adopted by it; that I will acquiesce in the will of the majority, and, that I will at all times, by every honorable means within my power, procure employment for the members of the B. and M. I. U.

Sec. 5. BY-LAWS.—The By-Laws of all Subordinate Unions must be submitted to the President of this Union for examination, correction or approval, before printing. After being printed, an attested copy must be transmitted to the President of this Union. A facsimile of the seal of each Subordinate Union shall

likewise be transmitted, both of which he shall deposit with the Secretary of this Union. But no seal shall be made or accepted which shall in any manner infringe by device or design upon the imprints of the seals of the International Union.

Each Subordinate Union shall have power to arrange its local laws and local matters in its own way, but subject to the general laws and principles as laid down in this Constitution, and any Union altering or amending its laws or rules from those by which it was admitted or approved by this Union, shall submit the same before being printed to the President of this Union, and no such laws or rules shall become operative or legally in effect only on and after the date of their approval by the President of the I. U. Any Subordinate Union violating the above section shall be fined, in the discretion of the Executive Board, in any sum not exceeding ten dollars (\$10.00).

ARTICLE XIII.

APPRENTICE LAWS.

Section 1. It being impossible for the I. U. to formulate and maintain a general apprentice law within its jurisdiction, it hereby grants to each Subordinate Union the power to regulate its own apprentice laws, subject to the following restrictions reserved to the I. U., and to be enforced by the Executive Officers:

Sec. 2. It shall be the duty of the Subordinate Unions to keep a correct roll of all apprentices, together with their time of entering upon their apprenticeship and discharge from the same.

No Subordinate Union shall be allowed to inden-

ture apprentices to journeymen. Sons of members of the B. and M. I. U. shall be exempt from this rule.

Sec. 3. Should any employer or firm suspend or give up business, it is the duty of a Subordinate Union to provide a place for any apprentices that may be thrown out of employment and desire to finish their time, and at the expiration of their apprenticeship they shall, if found competent, be entitled to journeymen's wages upon joining a Union. No Subordinate Union shall be allowed to indenture any apprentice to firms, corporations or manufacturers inside of the jurisdiction of any other Union.

Sec. 4. Any apprentice leaving his employer before his time of apprenticeship expires, without a written discharge from his employer, stating cause, etc., or in event of the death of his employer, or as before provided in Section 2 of this Article, shall not be countenanced by any Union working under the jurisdiction of the International Union, nor shall he be allowed to work with members of said Union. Each and every apprentice binding himself to serve a stated term shall be required to fill his contract with his employer, or leave the business entirely.

Any member of the B. & M. I. U. who knowingly vouches for the initiation of a runaway apprentice in any Local Union shall be liable to a fine of \$10.00.

2. All regularly assigned apprentices shall be required to serve three years. Subordinate Unions will not be allowed to issue permits to any apprentice "known as roving permits;" this part not to relate to apprentices of bona-fide contractors of a city who may from time to time take contracts outside of the jurisdiction of the Union in which the apprentices are enrolled.

Sec. 5. The International Union recommends the following form of Contract for Indenture to all Subordinate Unions, in order that the system may be as near uniform as possible; each Union to make such terms or stipulations to the filling out of the same as they, in their judgment, may deem best. But no Contract for Indenture is to be made for a term of less than three years.

FORM OF CONTRACT.

THIS INDENTURE, made and entered into thisday of A. D. 190.... betweenof the City of..... County of and State of APPRENTICE, of the one part, and of the same place, EMPLOYER, of the other part,

WITNESSETH: That said who is a minor of the age of years, by and with the consent his endorsed hereupon, hath voluntarily and of his own free will and accord, put and bound himself an apprentice to said..... to learn the art, trade and business of a and as an apprentice to serve from this date, for, and during, and until the full end and term of years during which time the said apprentice shall serve his said employer faithfully, honestly and industriously; his secrets keep and his lawful directions obey, and at all times protect and preserve the goods and property of his said employer, and not suffer or allow any to be injured or wasted. He shall not engage in said art, trade or business to which he is apprenticed on his own account during said apprenticeship, nor be absent

from his said employer's service during working hours without leave of his said employer (unless he shall be sick and unable to work) ; but in all things shall conduct himself as a faithful apprentice ought to do during the said term

.....

 And the said employer shall keep said apprentice employed during the entire building season, and shall use and employ the utmost of his endeavors to teach, or cause him, the said apprentice, to be taught or instructed in the art, trade or business of a.....

.....in all its branches, and shall continue so to do during said apprenticeship, and shall from time to time advance said apprentice in the work of said trade, art and business, in such manner and at such times as to thoroughly develop the capacity of said apprentice, and enable him to be an efficient and accomplished workman therein :

And the said employer as aforesaid, herein and hereby agrees to keep in his own employ and not transfer to any other employer, and pay apprentice as aforesaid, for his services as such apprentice as follows:

.....

 which shall be for the sole use of said apprentice.

And for the true performance of all and singular the covenants and agreements aforesaid, the said par-

ties bind themselves each to the other, firmly by these presents.

In witness whereof, the parties aforesaid have hereunto set their hands and seals, the.....day of..... A. D. 190.... in triplicate.

..... (L. S.)

..... (L. S.)

Signed, sealed and delivered in presence of .

.....

.....

I hereby consent to, and approve of the binding of my son (or charge) as in the within Indenture mentioned, and approve of the terms and conditions of said Indenture, and hereby certify that my son (or charge) is of the age of..... years and no older.

Dated day of A. D. 190....

In consideration of the covenants and agreements to be performed byto and with my son (or charge) specified and contained in the within Indenture, I do hereby bind myself to the said for the true and faithful performance and observance by the saidof the matters and things by him to be performed and observed in and by the said Indenture. I do hereby covenant to and with the said..... that the said shall in all things, well and truly perform and observe the same.

In witness whereof, I have hereunto set my hand and seal this day of A. D. 190....

..... (L. S.)

In presence of.....

.....

ARTICLE XIV.

TRAVELING CARDS.

Section 1. The International Union shall, at cost price, issue in blank form to Subordinate Unions, through the Secretary of the I. U., for the use of the members thereof, a card with appropriate designs, to be called the "Bricklayers' and Masons' Traveling Card."

In States and Provinces where a Conference has been legalized and chartered by the I. U., members shall only be required to take out a Traveling Card to go into another State, subject to the general provisions of this article.

2. It shall be the duty of Financial Secretaries of Subordinate Unions to issue, whenever required, to any member in good standing (who is clear of all indebtedness, including any loan that may have been advanced by the Union, and against whom no charge is pending) who may apply in person or writing, after depositing his Working Card, a Traveling Card, properly made out and signed by the President and Secretary, and the imprint of seal of the Union thereon (or the statement that the Union has no seal, if true), and said card shall be good for thirty days from date of issue.

3. Should the holder of such card fail to deposit the same with a Subordinate Union before the expiration of thirty days, he shall be entitled to another Traveling Card by returning the card issued within said thirty days of date of issue, together with one month's dues and assessments, to the Union by which it was issued. And all moneys transmitted for all said

cards shall be by telegram, postal order, registered letter or express. A member failing to comply with these conditions shall forfeit his right to a renewal unless he makes application in person, and such personal application must be made within thirty days from the first date of issue of such card, or he forfeits his membership in the I. U.

4. The second, or renewed, Traveling Cards (the word "Renewal" shall be printed in red ink on each renewed Traveling Card by a stamp to be provided for that purpose by Subordinate Unions), shall be good for thirty days from date of issue, but if he fails to deposit it in some Subordinate Union within that time, the holder thereof shall forfeit his membership in the I. U., and he can not be received thereafter into any Subordinate Union except as an initiatory member.

5. A member holding a Traveling Card must, except as provided for in Section 6 of this Article, deposit the same in person with the Subordinate Union to which he may go, at the first regular meeting of said Union. Any member failing to comply with said provisions shall be fined for such offense the sum of \$5.00, to be collected by the Union in which he may be found to have membership, forwarded to the I. U. Treasurer, and by him paid to the Union which has been ignored. Any member drawing a Traveling Card on or before the fifteenth day of the month will not be required to pay dues in that Union for such month, but shall pay into the Union where same is deposited for the full month. Any member withdrawing a Traveling Card after the fifteenth day of any month shall be required to pay a full month's dues into the

Union issuing said Traveling Card, and shall be exempt from payment of dues for said month into the Union receiving said card, and entitled to all working privileges without hindrance, upon complying with its working laws. It shall not be obligatory upon bricklayers to deposit a Traveling Card in a Union composed exclusively of stonemasons, in a locality where no Bricklayers' Union exists, unless working at stone work, or vice versa.

6. A Traveling Card properly made out must be honored by any Union to which it is presented, provided there is not in that locality a Subordinate Union of the I. U. of the trade at which the holder of such card works, especially to prevent its being run out by limitation of time, even though it may be immediately reissued and be officially endorsed, and with seal and bearing date of reissue.

7. Any member drawing a Traveling Card from an exclusive Stonemasons' Union, or an exclusive Bricklayers' Union, and depositing the same in a mixed Union of bricklayers and stonemasons, shall only be allowed to draw such a card as he deposits. Should he join a mixed Union with a Traveling Card from an exclusive Stonemasons' Union, he shall be permitted to withdraw with a Stonemasons' Card only, and vice versa.

Any member who joins the B. & M. I. U. as a stonemason, and draws a Traveling Card as a bricklayer, or vice versa, shall, on trial and conviction, forfeit his right as a member of the B. & M. I. U., and can be reinstated only by paying a special initiation fee of \$25.00. And any Secretary issuing such a card shall be subject to a fine of \$25.00 for each offense. Such

finer when collected shall be paid to the Unions placing them.

Sec. 2. The Card shall read as follows:

TRAVELING CARD.

Bricklayers' and Masons' International Union
of America.

This is to Certify that
the bearer hereof, whose name appears in this certificate, is a member of the Bricklayers' and.....
Union No....of the.....of.....and
is entitled to the friendship and fellowship of all
Unions of Bricklayers and.....as a.....under
the jurisdiction of the International Union of America; and we therefore recommend him to any Subordinate Union to which he may apply.

Given under our hands and the seal of the Bricklayers and.....Union.....of the.....
of.....city ofthis day.....
A. D. 190... ..President.....
Financial Secretary.

[Seal.](Member's Signature.)

Sec. 3. Any member who may have belonged to a suspended or disbanded Union, he having no charges against him by such Union at the time of its suspension or disbandment, provided he can produce satisfactory proof of said membership, can be received into membership by any Subordinate Union where he may apply, should he have no Traveling Card; but if he has, its date of issue must be before the date of the suspension or disbandment of the Union to which he may have belonged.

Discretionary power is vested in the Executive Board to grant Traveling Cards to any member or

members who may apply for same within thirty days after the suspension or disbandment of the Union in which he held his membership, but who can not obtain such card from their Subordinate Union by reason of the withdrawal, disbandment or suspension of such Union.

Sec. 4. No Union shall charge or receive money for issuing a Traveling Card; and any Financial Secretary or other officer or Union who violates this section shall pay a fine of twenty dollars, to be paid to the Treasurer of the I. U., and go into the funds of the I. U.

Sec. 5. It shall be unlawful for any Subordinate Union to grant a Traveling Card with dues paid in advance of the date of such grant, except as provided for in Article XIV, Section 1, Paragraph 5; all Unions violating this section shall be fined three dollars (\$3.00); and all Unions receiving Traveling Cards shall return a receipt for the same to the Union from which they were issued, which shall read as follows:

CERTIFICATE OF DEPOSIT.

.....190...

*From Union No....of theof.....
to the officers and members of Union No..... of the
.....of..... This is to inform you that
Brother.....has deposited a
Traveling Card, said to be issued by your Union, and
bearing date of.....the.....190...
Please return immediate answer to.....
Corresponding Secretary of Union No.....of the
.....of.....*

No Union shall charge money for receiving a Trav-

eling Card, except as provided for in Article XIV, Section 1, Paragraph 5. Any Union violating this section shall pay five dollars (\$5.00) more than it charged for said Traveling Card.

Sec. 6. Whenever a member deposits a Traveling Card in a Subordinate Union, it shall be the duty of the Corresponding Secretary of the Union in which said card is deposited, to forward a certificate of deposit of said card to the Corresponding Secretary of the Union from which said card was issued, within a period of two days from the deposit of said card, and the Corresponding Secretary who receives such certificate of deposit must return answer to the same within ten days thereafter. This law is imperative so as to enforce discipline, and to be enabled to keep track of all traveling members.

Any Corresponding Secretary found guilty, after being complained of for a violation of this law shall, in the discretion of the President of the I. U., be fined not more than five dollars (\$5.00), which when collected shall be paid to the Treasurer of the I. U.

Where a member can come and go from his work each day into the jurisdiction of another Union, he can on application receive a Privilege Card from such Union, which gives him the same rights as any resident member, only as regards to work. The only payment for such Privilege Card shall be the regular monthly dues of such Union to which he may apply. This not to include beneficial or I. U. assessments, as each assessment shall be paid within its own Union as levied. This law does not prevent the interchange of Working Cards if satisfactory to both parties.

ARTICLE XV.

CODE OF PROCEDURE.

Section 1. FOR CHARGES AND TRIALS.—All members of the I. U. are equal before the law, and no member shall be convicted of any offense without a trial.

All charges, of whatever nature, whether they be preferred by one member against another or others, or by a member or others against a Union, or by a Union against a member or members, or by a Union against another Union, or charges of any nature which may involve the standing of any member or Union, must be made in writing.

2. Whenever a charge is preferred against a brother, it should state specifically the offenses alleged to have been committed, the number of times (if more than once), the dates and length of time during such commitment, the number of and names of witnesses to such offense, and to be signed by the person or persons making such charge. The same shall be read at a stated meeting of the Union. If the member or members accused be present at the meeting at which the charges are read, they shall be served forthwith with a copy. If he or they be absent, the Secretary shall send a copy by committee, or to his or their last known address by registered mail, duly attested by the seal of the Union, according as the Union may direct, and notify him or them to appear before the Union's investigating committee, or the Union at the next meeting, or at a certain time, not less than seven nor more than twenty days from date of such notice, and answer to the charges preferred against him or them, at which meeting an investigation and trial

shall be held. Investigating committees shall only apply to Unions having over 1,000 members.

3. The person or persons charged must come prepared with his or their witnesses, if any, and the party preferring such charges must be likewise prepared.

Sec. 2. The Union or investigating committee shall, at the time specified for trial, proceed with the investigation, if by Union, in open meeting, and after a full hearing of the testimony and the defense of the accused party, the Union or investigating committee, shall proceed to vote by ballot on the charges preferred. And if such charges be sustained by a majority vote of the members present, the accused shall retire, after which the Union or committee shall proceed to vote what punishment to impose on the accused.

2. Any accused brother who appears for trial has the right and privilege to choose any brother of his Union, who is not an interested party to the accusation, to appear in his defense and conduct his case for him.

3. Any member being accused who shall, after due notice, neglect to appear before his Union or its investigating committee for trial, shall be deemed in contempt, and shall be fined in such sum as the Union may deem proper, and stand as dropped or suspended from the I. U. until such fine is paid. And any member who shall bring a charge maliciously against a brother member, which shall prove unfounded, shall be punished as the Union may deem proper.

Sec. 3. Where a member of any Union shall go into the jurisdiction of any other Union and accept work illegally, the Union so injured shall prefer charges against said member to the Union to which

he belongs, stating all circumstances connected with the case, and estimating the amount of damage caused by the conduct of such member, and shall forward the address of such member. The Union to which such member may belong shall immediately notify him by mail (inclosing a copy of such charge), or in person or by committee, to appear for trial in person, or to forward his statement of defense by mail within a period not exceeding twenty days from date of notice.

2. Should such member be found guilty of the charge preferred, by trial or by default of answer, the Union shall impose a fine or assessment commensurate with the offense; and the member shall stand as dropped or suspended from the I. U. until it is paid, and an official notice of such decision shall be mailed to said member. Such fine or assessment, when collected, shall be paid over to the Treasurer of the International Union, and by him paid over to the injured Union; and in case such fine or assessment is not commensurate with the said offense, the Judiciary Board shall order such fine or assessment placed as, on investigation, they may deem commensurate.

3. This law shall not be construed so as to make any Union responsible for the fines imposed on such offending member, unless said Union collects said fines or assessments, which they must do if possible.

4. Whenever a member has been found guilty by trial, he shall not be entitled to any benefits or privileges until the terms of the decision rendered against him have been complied with. If he wishes to appeal the case to the Judiciary Board, he must first pay the fine imposed on him so as to again regain good standing, thereby assuring him of the right of appeal.

Said fine must be paid under protest to the Union and by it held intact until the final decision in the case has been rendered by the Judiciary Board, or by the Convention, if appealed thereto. He shall make his statement of appeal in duplicate. One copy he shall serve upon the Union that imposed said fine, at the same time notifying it that he has filed his appeal with the Judiciary Board, stating the date, and the other copy he shall file with the Judiciary Board, stating the date he served the Union with a copy.

The Union, after receiving such notice, must file its answer to the same with the Judiciary Board within not more than twenty days from date of such notice or judgment will be rendered by default.

Sec. 4. When one Union or member has a charge against another Union or member, and refers the same to the Judiciary Board of the I. U. for settlement, he or it must, before it can be entertained, prepare two copies, one to be forwarded to the Union or member which the charge is preferred against, and the other to be forwarded to said Judiciary Board for trial.

2. The Union charged, as soon as it receives such notice, must file its answer with the Secretary of the I. U., by whom it will be submitted to the required Board for consideration. All such charges and answers thereto, in order to have them considered, must bear the signature of the President and Recording Secretary, with the seal of their respective Unions attached, and the answer should be forwarded within at least twenty days from date of notice, or judgment will be rendered by default. The decision of the Judiciary Board in all cases to be final, unless reversed by the I. U. in Convention assembled; and if any

Union shall refuse to obey the decision as rendered by such Board, it shall be suspended by the Executive Board from all benefits and privileges of the B. and M. I. U., until such time as it will obey, or until the assembling of the next Convention.

Sec. 5. Any member or Union not being satisfied with the decision of the Executive or Judiciary Boards on the questions submitted to them for adjudication, and wishing to appeal their case to the Convention, must, in order to have it considered by the Convention, file said appeal with the President of the I. U. within thirty days from the receipt by them of said decision. But the filing of such appeal will not relieve such member or Union from the provisions of such decision rendered, until the same is tried by the Convention. And no case or measure that a decision has been rendered upon by the Executive or Judiciary Boards, shall be reopened or reviewed by the Convention unless the same has been legally appealed from, in accordance with the provisions of this section herein and heretofore stated.

Sec. 6. Any Subordinate Union, or member thereof, shall have the right to appeal to the Judiciary Board of this Union by conforming to the requirements mentioned in Sections 3 and 4 of this Article. But no case can be appealed to the Judiciary Board if it is not presented within thirty days from the date of decision to be appealed from. When a Union has a grievance against another Union or brother, said Union or brother must be notified of the same at least thirty days before the annual meeting of the International Union, so that the Delegate representing such Union shall have an opportunity to defend the action of his Union.

ARTICLE XVI.

DELINQUENT LIST.

Section 1. The Subordinate Unions shall keep a list of all delinquent members of the International Union; said list to be posted in a conspicuous place in their several meeting rooms, the Secretary of the Subordinate Union posting their names immediately on receiving the same from the Secretary of the International Union. And any Secretary who fails to post said list shall be fined five dollars for each offense.

No Union shall receive into membership any person whose name may appear on the delinquent list, under any circumstances, until he shall first settle all fines or claims with the Union by which he was termed delinquent.

Sec. 2. CODE OF CRIMES AND PENALTIES:

1st. Union wreckers, \$25 to \$100. Selling out our trade or protecting scabs, \$100 to \$1,000.

2d. Members of Subordinate Unions who withdraw or resign to further the interests of firms, corporations or manufacturers in teaching laborers the trade of masonry, shall be subject to a special initiation fee for the first offense of not less than one hundred dollars (\$100) nor more than five hundred dollars (\$500).

3d. Treasury defaulters, not less than \$10 nor more than \$50 fine, at the option of the Union, besides the amount embezzled to be returned.

4th. Inveterate or notorious scabs, for third offense or over, \$50.

5th. Common scabs, first or second offense, not less than \$5 nor more than \$25.

6th. For special initiation fee, \$25, to be the limit

over and above the regular initiation fee of the Union that receives the applicant, said special initiation fee to be the property of the Union placing it; provided that a fine and special initiation fee shall not be imposed on a member at one and the same time as punishment for one offense. It shall not be lawful to place a fine on an employer, not a Union member. This not to apply to or conflict with special initiation fees.

7th. The names of members of a Subordinate Union, who may be dropped from the roll for non-payment of dues, will not be published in the delinquent list, as such is not considered a crime.

8th. A Union wrecker is one who deliberately and with evil intent goes into the jurisdiction of a Union that is on an authorized legal strike, knowingly accepts employment and persists in retaining it when he knows that he is doing so contrary to the law of the I. U. and of the Union on strike, or who resigns from or leaves a Union (in opposition to the I. U.), in order to defeat a legal strike.

9th. Special initiation fees cannot be placed on persons who are now members of the I. U. If a member commits a crime, a fine must be imposed on him, and not a special initiation fee.

They are to be placed only on non-union men who work contrary to the interests of the I. U. and who refuse to join this organization.

10th. It shall not be lawful for a Union to expel a member. The judgment shall be, "fined and to stand suspended or dropped from membership until paid." It shall be unlawful to impose fines or special initiation fees upon apprentices. Should an apprentice violate his contract, he must be reported to the

Secretary of the I. U., who shall publish him in the delinquent list as unworthy of recognition in the I. U. until such time as he returns to his duty.

11th. That a fine of one hundred dollars (\$100) be imposed on any member or Union who shall be guilty of discrimination against any member of the B. and M. I. U. by reason of race or color.

Sec. 3. Any Subordinate Union or any member of a Subordinate Union who shall be directly or indirectly interested in the publication of any journal, book, paper, pamphlet or other periodical, and using in the publication of same any fac-simile emblem, title page or other insignia used by the B. and M. I. U. in the publication of its Journal or other official documents, without first obtaining the consent of the Executive Board, shall be considered guilty of trying to injure the interests of the B. and M. I. U., and shall be punished by a fine of not less than \$25 nor more than \$100 for the first offense, and shall be suspended from membership in the B. and M. I. U. for the second offense until reinstated by the Executive Board of the B. and M. I. U.

Sec. 4. Any presiding officer of any Subordinate Union working under the jurisdiction of the B. and M. I. U. of America, who shall put a motion before his Union, or entertain a motion, contrary to the I. U. law, or one which disobeys any mandate of the Executive Board, upon conviction, shall be immediately removed from his office, and any deputy of any Subordinate Union allowing the law to be violated shall immediately be removed from his office, and any member who aids or abets in such violation shall be suspended. The Executive Board is hereby granted power to remove such offenders.

ARTICLE XVII.

SUBORDINATE UNIONS, POWERS RESERVED TO.

Section 1. In States and Provinces where Conferences have been legally organized and chartered by the I. U., the judicial rights reserved to Subordinate Unions under this article shall be delegated to State or Provincial Conferences, each Conference to determine the rights herein contained that shall be reserved to the Subordinate Unions of their respective State or Province.

Sec. 2. In States, Territories or Provinces in which no Conference is legally chartered, Subordinate Unions shall retain all the rights reserved under this article.

Sec. 3. Each Subordinate Union shall be the judge of the qualifications for admission of its members. It shall define the distinction between contractors, foremen and journeymen, and state those who are eligible to membership.

1. To regulate its rate of wages.
2. To regulate its rate for legitimate overtime work.
3. To establish beneficial or mortuary funds.
4. To establish measures and regulate the details as to joint arbitration.
5. To designate what constitutes "Emergency" as to working overtime.
6. To regulate by details questions that may arise as to what constitutes masonry.
7. To recognize and admit plasterers.
8. As to affiliating with other trades or building councils.

9. To define the distinction between contractors and journeymen.

10. To define its local jurisdiction and operate its area of territory, a description of which must be filed with the Secretary of the I. U., to be entered upon his records.

11. To establish and maintain a strike fund.

12. To establish and maintain State and Provincial Conferences.

13. Subordinate Unions shall have the power to admit to their meetings either by local password, or by show of working cards in good standing.

14. None of the above named powers are to interfere with the general powers of the I. U. herein prescribed, but to be subject to their provisions.

Sec. 4. Each Subordinate Union, after it has been duly and legally installed, shall have the privileges, if it so desires, to keep its charter list open for a period not to exceed thirty days from the date of such installation, as an inducement for those persons who have not joined to do so at such nominal fee as may be decided upon by the Union.

At the expiration of the thirty days the charter list is to be closed, the standing initiation fee to be fixed at not less than ten dollars (\$10), or more than twenty-five dollars (\$25), and the same cannot be re-opened again unless upon application to and by consent of the Executive Board.

Sec. 5. The Treasurers and Financial Secretaries shall, before entering upon their duties, give a bond to the trustees of their respective Unions in such sum as the Union may consider necessary. If said bond be given by a surety company, premium on said bond

shall be paid for by the Union. This paragraph shall be inserted in all Subordinate Unions' By-Laws.

No Subordinate Union shall compel a non-resident contractor to become a member thereof, who comes from the jurisdiction of a Subordinate Union that refuses to admit contractors to membership. It shall not admit to membership any person, either by Card or Initiation, who has been declared delinquent, until the same has been removed. It has the privilege when being organized, to be installed as an exclusive or a mixed Union, subject to the consent of any other Union or Unions in its city or locality, if any there be. (It can be a bricklayers', bricklayers' and masons', bricklayers' and plasterers', bricklayers', masons' and plasterers', or a stonemasons' Union, as the case may be, upon application, according to its composition.)

Any bricklayer or mason going into the jurisdiction of any Union, and refusing to join said Union, and going into the jurisdiction of any other Union with less initiation fee, and joining said Union, and returning within thirty days, shall be required to pay the difference in initiation fee.

This International Union recognizes plasterers in membership in Subordinate Unions, who are entitled to all the benefits of this organization.

This shall not apply to localities where there are exclusive Plasterers' Unions of a local or national character. But the admission of plasterers into a local Union shall be left optional where no exclusive Plasterers' Union exists.

Sec. 6. ON REJECTION.—A person applying for membership in any Subordinate Union, and being rejected, all other Unions shall be notified of such

rejection in monthly circular, through the I. U. Secretary, with the reason therefor, and it shall be unlawful for any other Union to receive such applicant for admission until the Union rejecting him has been consulted and its permission obtained. If the Union rejecting such applicant shall refuse to agree to his admission to a Union in another State, an appeal may be taken before the Judiciary Board of the International Union, whose decision shall be final unless reversed by the International Union in Convention assembled.

Sec. 7. ON INITIATION FEE AND EMERGENCY.—Each Subordinate Union shall have power to establish its rate of initiation fee, but it shall not be less than ten dollars (\$10), nor more than twenty-five dollars (\$25), except as is provided for in Section 1 of this Article. It shall regulate its own rate of wages per hour for standard work time, and also its rate for overtime (stating what constitutes overtime) and holidays. It shall not allow its members to work ten hours per day consecutively on any work merely because extra pay will be given for the tenth hour. It shall also determine what other causes may or shall be considered as Emergency, principally the leaving of work in such state as to be dangerous to life and property, and requiring instant attention to place in a safe condition.

2. ON REGULATING MASONRY.—Each State or Provincial Conference, where legally organized and chartered, shall regulate all details and construe the proper definition of practical masonry in its several branches, beyond what is already enumerated in Article XI of this Constitution, and provide for emergencies, such as the Union not being able to furnish the

men required, or that the members of the Union are not competent to perform certain work.

This is applicable especially to Stonemasons' Unions, when a question of doubt arises as to whether Stonemasons or Stonecutters should do the work, and where a Stonemasons' Union exists, or a mixed Union of Bricklayers and Masons, the mason members of which are not capable of cutting a certain or special line of work called for.

The principles of Brick Masonry and Stone Masonry are plainly defined in Article XI. But the practical workings of the same are reserved to the Subordinate Unions to define its practice.

No stonecutter, who is not a practical mason as well, can be admitted to membership in any Union.

Sec. 8. TO ELECT ARBITRATION COMMITTEE.—Each Subordinate Union shall adopt and embody in its Constitution such measures and laws as will make it compulsory on them to elect a committee, which shall be known as the Arbitration Committee of the Union, whose powers and duties for the formation of a "joint committee" are defined in Section 6 of Article XI of this Constitution.

Conferences, where legalized, shall see that the requirements of this section are carried out.

2. Conferences shall also regulate their own apprentice laws, subject to the general laws and provisions defined in Article XIII.

Sec. 9. BENEFICIAL FUNDS.—Conferences shall have power to establish and maintain Beneficial or Mortuary Funds for the benefit of their members. But no Subordinate Union shall tax a Traveling Card for any mortuary or beneficial fund.

Sec. 10. LOCAL JURISDICTION. — The established boundary of a Subordinate Union determined by the

Conference shall be its legal jurisdiction in enforcing the laws of the International Union, particularly in reference to the enforcement of the standard hour work time. It shall also be understood that when a firm or contractor secures work outside of a jurisdiction and brings members from a Union to work upon the same, that fact unionizes that work to all intents and purposes the same as if it was within the established boundary. Conferences and Subordinate Unions should discourage its members from doing such work unless they can force Union rules thereon.

2. All Conferences and Subordinate Unions shall take such action in their respective towns, cities, counties and States as shall secure the enactment of statute laws with reference to the shortening of the hours of labor, and all branches of labor, and also to the effect that any person or persons employed to supervise or inspect any work shall, in the case of bricklaying or mason work, be a practical bricklayer or mason.

Sec. 11. AFFILIATION.—It is the duty of each Conference and Subordinate Union to render its full allegiance to the parent body, the International Union, according to its obligation taken when installed, and any Conference permitting, or any Subordinate Union affiliating with other trade Unions of its own will and accord, and getting into trouble thereby, unless previous thereto the consent of the full board of officers is obtained, shall not be entitled to financial assistance from the I. U., and no Subordinate Union shall be entitled to receive financial aid from this Union, unless it conforms to the manner and provisions hereinafter prescribed.

Sec. 12. OFFICIAL COMMUNICATIONS. — All communications or documents from a Conference or a

Subordinate Union to this body in Convention assembled, in order to receive consideration, must be regularly attested with the signature of the President and Recording Secretary, and with the seal of the Union thereon, or a statement of the fact that it has no seal. And all communications from a Conference or a Subordinate Union to the Executive or Judiciary Boards, or from a Conference or Union to other Subordinate Unions, or to any person or persons, requiring an answer, must bear the seal of the Union, and the signatures of the President and Recording Secretary, and any Conference or Union failing to answer such official communication within a reasonable time, not more than ten days, shall, on report of the Union or person making the complaint, be fined the sum of five dollars (\$5), which shall be paid into the treasury of the I. U.

2. All correspondence pertaining to the business of the B. and M. I. U., OF ANY NATURE WHATSOEVER, SHALL BE SEALED, and a fine of five dollars (\$5) shall be imposed on any member who sends a postal card or unsealed letter pertaining to such business, which fine, when collected, shall be paid into the treasury of the I. U.

3. No circular, letter or communication from any Conference or Union or individual connected with the B. & M. I. U., asking for financial aid or assistance, shall be received or countenanced by any Subordinate Union, unless such circular or letter has been approved by the Executive Board, and shall bear its printed approval over the signature of the President of the I. U., and all money so donated shall be forwarded by Subordinate Unions to the Treasurer of the B. and M. I. U., and forwarded by him to the Union for whom such donation was granted, and the cost of

forwarding such moneys shall be taken from the amounts received, and not from the funds of the I. U.

Sec. 13. SEMI-ANNUAL REPORTS.—The Corresponding Secretary of each Subordinate Union shall make out his Semi-Annual Report to the I. U. in duplicate form on blanks provided by the Secretary of the B. and M. I. U.; one duplicate report to be sent to the I. U. Secretary, and one to be retained by the Subordinate Union, on or before the fifth day of January and July; giving the number and names of all members initiated during the six months, such list of names and number of Union to be published in the Journal as official matter. Said report shall also state the number admitted by traveling card, suspended, reinstated, rejected and dropped, stating date and cause of suspension, rejection, and why dropped, the number of those to whom traveling cards have been granted, and admitted by traveling cards, the names of deceased members, the number of members employed and the number unemployed, the number of scabs, the rates of wages and hours per day, the amount of tax collected and forwarded to the Treasurer of this Union, if any, and paid out to sustain a strike of their Union, and the date of the termination of each strike under the jurisdiction of their Union, and the result; the condition of trade and its prospects in his locality; and the number reported for January and July, to be the basis of taxation to this Union. He shall give his address and the address of the Financial Secretary to the Secretary of this Union. Secretary failing to answer ALL questions on this blank to be fined five dollars (\$5). All expenses incurred by him in the discharge of such duties shall be defrayed by his Union. And he shall

perform such other duties as this Union or Constitution, or the President of this Union may require of him. Any Subordinate Union, by its Corresponding Secretary, failing to comply with the requirements of this Section, shall be fined five dollars (\$5), and be denied representation in the International Union until the provisions herein made and provided are fully complied with.

Sec. 14. That all Corresponding Secretaries of each Union sending the names of members fined or suspended to the Secretary of this Union, shall give description of members, as follows: Color of hair and eyes, also height and weight, or any other mark of identification, the same to be printed in the monthly reports.

Sec. 15. REFERENDUM VOTE.—The Corresponding Secretary of each Subordinate Union, upon receipt of a notice from the General Secretary, shall immediately notify the President of his Union, who shall call a meeting of his Union, for the purpose of voting thereon. Any Subordinate Union failing to transmit an answer within thirty days shall be fined the sum of ten dollars (\$10). Subordinate Unions failing to vote shall not be counted, but shall pay the fine. Fines, when collected, shall be placed in the Reserve Strike Fund.

STATE AND PROVINCIAL CONFERENCES. HOW ORGANIZED.

Sec. 16. State or Provincial Conferences shall have the power to levy per capita tax when two-thirds of the Unions of a State or Province have signified their approval of conferences.

2. When two-thirds of the Unions in a State or Province have declared to organize a State or Provin-

cial Conference, the Secretary of the B. and M. I. U. shall issue such State or Province a charter.

JUDICIAL POWERS OF STATE CONFERENCES.

3. The Judiciary Boards of State and Provincial Conferences, when same are not in session, shall have charge and entire control of all judicial work of their particular State, viz.: All appeals containing charges of one member or Union against another member or Union, and all decisions or usages as to laws reserved to each State for its government. The Judiciary Board shall in no case render a decision until both parties have had a full and complete opportunity to answer all charges made and refute all evidence submitted, and its decision shall be final unless reversed by the State or Provincial Conference in session.

4. Each State and Provincial Conference shall insert in its Constitution Article XV of the I. U. Constitution in full, changing in Section 2 the words "Treasurer of the I. U." to "Treasurer of the Conference."

Paragraph 5: Change the word "Convention" to "Conference."

Section 4: Change the letters "I. U." to the words, "State Conference."

Paragraph 2: After the word "the," second line, insert the word "Conference;" twelfth line, after the word "the," strike out the words "I. U. Convention," and insert the words "State Conference;" last line, change the word "Convention" to "Conference."

Section 5: Strike out in the sixth line the word "Convention," and insert the word "Conference;" seventh line, strike out the letters "I. U.," and insert the word "Conference;" eleventh line, strike out the word "Convention," and insert the word "Conference."

Section 6, third line: Strike out the word "Union" and insert the word "Conference;" tenth line, strike out the words "International Convention," and insert the words "State Conference."

Add to Section 6 the following: "In all judiciary cases the decision of the State or Provincial Conference shall be final."

ARTICLE XVIII.

STRIKES AND STRIKE BENEFITS.

Section 1. In accordance with the policy of this International Union to protect and assist financially in their trade interests in times of emergency and need, the members of its Subordinate Unions, the following causes and conditions shall be essential to the official call or announcement of a "Strike":

CAUSES.

- Sec. 2. To maintain the standard hours of labor.
To decrease the hours of labor.
To increase the rate of wages.
To resist a threatened reduction of wages.
To resist the introduction of non-union conditions.

Sec. 3. In cases where two or more Unions of the same trade exist, a joint meeting must be held, and a resolution adopted by a two-thirds vote of those present, ordering the transmission to the Executive Board of a Bill of Complaint.

Sec. 4. A Subordinate Union, affiliated for one year or longer with this International Union, and not financially indebted thereto in any manner, requiring assistance in vindicating the rights and privileges guaranteed by this Constitution, shall transmit to the Executive Board a clear, concise and comprehensive statement in writing of all the facts and circum-

stances connected with the pending trouble or cause of dissatisfaction. This Bill of Complaint shall, in addition, set forth the efforts made to arbitrate the differences, if any such were attempted.

The relief sought or desired from the International Union, must be certified to by the President and Secretary, and impressed with the seal of such Subordinate Union.

Sec. 5. Immediately upon receipt of such Bill of Complaint, the Executive Board shall send to the scene of action a Special Deputy, who shall, upon arrival, proceed to investigate fully the alleged matters of complaint. If, in his judgment, the same are substantial and real, and the allegations contained in the Bill of Complaint appear proven, he shall so report at once in writing to the Executive Board, recommending that the relief prayed for be granted. If the Executive Board approve such report, it shall at once notify him by wire of their acquiescence, whereupon he shall order a strike.

Sec. 6. If the Executive Board disapprove the findings and recommendations of the Special Deputy, it shall repair to the scene of trouble and personally investigate the complaint, and either sanction or refuse permission for a strike. The decision of the Executive Board in the premises shall be final.

Sec. 7. It must be shown that every possible effort at arbitration has been made.

No benefits shall be ordered paid to any Subordinate Union unless it is shown by the report of the Special Deputy that the strike of such Subordinate Union is general, i. e., that all its members are on strike; or that it be shown that at least seventy-five per cent. of the membership of such Union are engaged in such strike.

When seventy-five per cent., or more, of the membership of any Subordinate Union are engaged in a regularly approved strike, as hereinafter provided, the strike benefits paid the members of such Union shall be regulated according to the number of members actually engaged in such strike, as determined and reported each week by the Special Deputy, or other I. U. representative upon the scene.

Sec. 8. If the approval of the Executive Board be obtained for a strike, the Special Deputy shall act as disburser of the Strike Funds allowed by the International Union, and the same shall be seven dollars (\$7) per week to each single member, and ten dollars (\$10) to each married member of such Subordinate Union during the continuance of such strike.

Sec. 9. Strike benefits shall not be paid until one week has elapsed from the official declaration of the "Strike," and disbursements will only be made on the payroll issued by the International Union, which must be kept in triplicate, one to be retained by the Special Deputy, one other to be given to the Financial Secretary of the Subordinate Union, and the third to be sent weekly to the Secretary of the Executive Board. The recipients of such benefits must receipt for same in triplicate on payrolls aforesaid.

Sec. 10. Strike benefits shall be paid by the Special Deputy at the Headquarters of the Subordinate Union, in the presence of the President and Financial Secretary of such Subordinate Union, who shall certify to the correctness of payrolls by their signatures, together with the seal of their Union.

Sec. 11. The Special Deputy shall receive all funds for disbursement sent by the International Union, and shall transmit weekly to the Executive

Board a report of the situation. He shall remain on the scene of the trouble until recalled by the Executive Board, upon the settlement of a strike or its discontinuance by them, when, in their discretion and judgment, the outlook becomes hopeless.

ARTICLE XIX.

TO SCAB EMPLOYERS.

Section 1. Where there are one or more Unions existing in any city or town, they shall not have power to scab an employer without the consent of a two-thirds vote of the several unions of the same craft (and the Executive Board), and the yeas and nays shall be taken, and a true record of the same kept.

2. But where there are only two Unions in any city or town, they shall not have the power to scab any employer without the consent of two-thirds of the members of both Unions present (and the Executive Board), at the stated meeting called for that purpose, and the yeas and nays shall be taken, and a true record of the same kept.

3. Whenever the word "scab" appears in this Constitution, it shall signify an employer or employee who has violated the laws of this Union or Subordinate Unions, whom the members of the I. U. are debarred from working for or with, until he or they have complied with the laws of said Union.

Sec. 2. WORKING CODE.—Where there are two or more Unions existing in any city or town, each Union shall be required to elect or appoint three delegates, whose duties shall be to meet and establish a uniform rate of wages, initiation fee and hours of labor, together with rules and regulations, under which all can work in harmony. The body thus convened shall be known as the Executive Committee, to which shall

be referred the construction of all general working laws for all branches of the trade for such city or town. No Union shall enact a working law without first referring it to the said committee, and through it being placed before the several Unions for their consideration. The several working laws constructed through the operations of this committee shall be known as the "Working Code" of such city or town, and it will be the duty of each Union to provide its members with a copy of such "Working Code." All communications from this committee to any Union represented in it shall be acted upon, and the result communicated as soon as possible. Any Union acting in conflict with the legally expressed wish of the majority of the Unions in any city or town, as reported in and from the Executive Committee, will be liable to discipline by the Executive Board of the International Union. In case of a majority of Unions undertaking to enforce an unjust measure, or one conflicting with the Constitution of the International Union, the subject in dispute shall be referred to the Judiciary of the International Union, whose decision shall be final unless reversed by the I. U. in Convention assembled.

Sec. 3. In a city where there are two or more Unions, said Unions not being able to agree on a plan for the better working or enforcement of the I. U. laws, the Executive Board of the I. U. will, on request of two-thirds of the members of said Unions, cause an investigation to be made, and if, in its judgment, a consolidation of said Unions would be for the advancement of the I. U., it shall take such steps as it deems proper to bring about the same.

Sec. 4. In any locality where Boroughs exist, or shall be created, each Union shall be required to elect

or appoint one delegate to represent said Union on the Executive Committee, this Executive Committee to be known as the Executive Committee of that locality, and this Committee to adjust all matters that may be in dispute through any Union in either Borough. This Committee must strictly adhere to the law laid down in the I. U. Constitution, and draw up a suitable working code, to be approved by the I. U. Executive Officers, so that all Unions can work in harmony.

ARTICLE XX.

INJURY TO FELLOW MEMBERS.

Section 1. No member of any Union shall work under any consideration while the members of his Union are on strike, unless he receives permission from his Subordinate Union, and no member or members of a Stonemasons' Union shall be allowed to cut or lay stone for any person, or contractor, or company who employs non-Union bricklayers, and no member or members of a Bricklayers' Union shall be allowed to lay any brick for any person, or contractor, or company who employs non-Union stonemasons.

2. No member of this Union, or any Subordinate Union shall be allowed to injure the interest of any other, such as undermining him in the price of wages, or putting up the line more than one course at a time, except in cases of obstructions, or do any underhand act by which the situation of any member may be placed in jeopardy. Where a bricklayer who is qualified and competent to lay stone, or a stonemason who is qualified and competent to lay brick, either being a workman at both branches of the trade, he shall not be interfered with while working at either branch, providing he obeys all working rules required, but he

must demand and receive nothing less than the standard wages demanded by the trade at which he is working, and must be a fully qualified journeyman of said trade, and no member of this Union or any Subordinate Union, shall accept employment where a difficulty has arisen over questions involving the rules of the Union, or on account of price of wages or a reduction thereof, until the difficulty is arranged and the question involved settled. But nothing in this Article shall be so construed as to prevent any Subordinate Union from dividing its work between bricklayers, stonemasons and plasterers as it deems best.

ARTICLE XXI.

DEPUTY.

Section 1. Each Subordinate Union shall, at its first regular meeting in December, elect a Deputy and Alternate for the Union for one year, subject to the approval of the President of the International Union. He shall install all officers of his Union, obligate and instruct all new members, receive and give out the Pass-word to those only who are entitled to it, and see that all laws of the International Union are rigidly enforced, and he shall hold no other office in his Union during his term as Deputy. In case of removal, resignation or a vacancy in the office, the Alternate succeeds to all the duties and powers for the balance of the term.

Sec. 2. When a Subordinate Union violates its Constitution, or the Constitution of the International Union, the Deputy of such Union shall report such violation to the President of the I. U. If he deems the violation of sufficient cause for suspension of said Union, he shall notify said Union of his decision, assigning the reason therefor. Should said Union

persist in the violation, the President shall direct the Secretary of the I. U. to notify each Subordinate Union under the jurisdiction of the I. U. of the suspension of said Union, stating clearly the case. And it shall remain suspended until it conforms to the law, or until the action of the International Union in Convention assembled can be had on the same.

Sec. 3. Where there are two or more Unions existing in any city, or town, or village, it shall be the duty of the Deputy of each Union to establish and enforce a correspondence between his Subordinate Union and the others, by means of which the other Unions located in said city, town, or village, may be instructed in all proceedings of interest to the trade in general.

Sec. 4. It shall be the duty of the Deputy to enforce Article XI, Section 6, and Article XVIII of this Constitution in his Union, and report to the President of the International Union all other Unions of his city, town, or village, who have neglected to comply with said Article XI, Section 6, and Article XVIII, referred to, and he shall hold himself in readiness at all times to perform any service or go on any mission that may be required by the President of the I. U. Any Deputy who fails or neglects to perform the aforesaid duties shall, on sufficient proof being adduced, be removed from office by the Executive Board, and shall be fined the sum of \$25.00.

2. It shall be the duty of the Deputy of each Subordinate Union to see that the semi-annual reports to the I. U. are properly made out in every particular, including the total membership, and all such reports shall be signed by the President, Recording Secretary and Deputy of each Subordinate Union, together with a statement that such reports are accurate in every respect, and any President, Recording Sec-

retary or Deputy who shall fail to faithfully perform said duty shall be fined \$5.00 each, said amount, when collected, to be paid into the Reserve Strike Fund of the International Union. Blank statements shall be furnished by the Secretary of the I. U.

3. Special Deputies may be appointed at the discretion of the Executive Board for the purpose of organizing or installing new Unions and for the investigation of strikes and lock-outs or other special work.

ARTICLE XXII.

AMENDMENTS.

Section 1. This Constitution shall not, nor shall any part thereof, be so construed as to deprive any member in good standing in any Subordinate Union, who is not debarred by the International Union, of the right to hold any office in this Union.

Sec. 2. This Constitution shall not be altered or amended, except at a stated meeting of this Union, and with the concurrence of two-thirds of all the representatives of each Convention.

ARTICLE XXIII.

ON DISSOLUTION.

Section 1. This Union shall not be dissolved as long as there are three Unions which may be willing to continue it.

Amended by the First Biennial and Forty-First Convention at Detroit, Mich., January 13 to 27, 1908.

I have carefully examined and compared the various amendments to the Constitution adopted by the Convention, and do certify that the above is a true copy of the whole.

WILLIAM DOBSON, *Secretary B. & M. I. U.*

RULES OF ORDER

1. The President, while presiding, shall state every question coming before the Union before suffering debate thereon, and immediately before putting it to vote, shall ask: "Is the Union ready for the question?" Should no member rise to speak, and the Union indicates its readiness, he shall rise to take the question: after he has risen no member shall be permitted to speak upon it.

2. When the decision of the President is appealed from, he shall state his decision and the reason therefor, from the Chair. The party appealing shall then briefly state the reason for an appeal, after which, without further debate, the question shall be put thus: "Shall the decision of the Chair stand as the judgment of the Union?"

3. Every member, while speaking, shall adhere to the question under debate, avoid all personality and indecorous language, as well as any reflection on the Union or any member thereof.

Any member misbehaving himself in meetings of the Convention and disturbing the harmony or order of the same, either by abusive, disorderly or profane language or unbecoming conduct, or by refusing obedience to the presiding officer, shall be duly admonished of his offense by the Chair; and for the second offense, shall be excluded from the room for the session, and may otherwise be dealt with at the discretion of the Convention.

4. Any member while speaking, being called to order by another, at the request of the Chair shall cease speaking, and be seated until the question of order is determined.

5. No member shall speak more than once on the same question until all members wishing to speak shall have had an opportunity to do so, nor more than twice without permission of the Chair, nor more than ten minutes at one time.

6. Should the regular order of business not be completed at one meeting of a session, the order shall be resumed at the next where it stopped at the previous meeting, except that the first four branches of the order shall be called at each meeting.

7. All petitions, bills, credentials, returns and appeals, belonging to standing committees shall be referred to the same by the Recording Secretary as soon as received, and a brief note of such reference shall be made on the minutes.

8. All amendments to the Constitution, reports, petitions and grievances to be acted upon by the International Union in Convention assembled, must be presented before twelve o'clock M. of the second day of the session, endorsed by the Delegate presenting the same. And no resolution, petition or grievance shall be debatable until the Committee to whom such has been referred, shall have reported thereon. And after such time no such amendment, report, petition, or grievance, shall be presented for consideration unless by two-thirds consent.

9. All resolutions and motions, other than the first six in Rule 12, to accept or adopt the report of a com-

mittee, shall be reduced to writing before the President shall state the same to the Union.

10. When a blank is to be filled, the question shall be taken first upon the highest sum or number, or the longest or latest time.

11. Any member may call for a division of a motion when the sense will admit it.

12. When a question is before the Union, no motion shall be received, unless, 1st, to adjourn; 2d, to take the previous question; 3d, to lay on the table; 4th, to postpone to a definite time; 5th, to refer; or 6th, to amend; and they shall have precedence in the order herein arranged, the first three of which shall be decided without debate.

13. If a motion to adjourn be adopted to close the session or to meet at a particular period the effect of the motion shall be to adjourn to the next morning at 9 o'clock.

14. The motion to close debate may be made by any two members, and shall be put in this form: "Shall the debate now close?" If adopted, the President shall proceed to take the question on the resolution and amendments thereto, according to priority, without allowing further debate.

15. The call for the previous question may be made by any six members, and shall be put in this form: "Shall the main question be now put?" If adopted, the effect shall be to take the question on the original resolution, to the exclusion of all debate, and all the amendments which have not been adopted.

16. All votes other than on amendments to the Constitution or rules, may be reconsidered at the same

or next succeeding regular meeting, upon a motion made and seconded by two members who voted in the majority, provided the Union agrees thereto, but after a motion to reconsider has once been lost it shall not be renewed.

17. Every member present shall vote on all questions before the Union unless personally interested, or the Union to which the said member belongs is interested in the result, or has been excused by this Union.

18. A motion to excuse a member from voting shall be put without debate.

19. No member shall be allowed to leave the Union during the admission of new members, installation of officers, or the taking of a question by yeas and nays; nor shall members be permitted to enter or leave during the reading of the minutes except by permission of the President. Any delegate to the Annual Convention of the B. and M. I. U., leaving the Convention before its final adjournment, unless excused by the President, such excuse to be offered in the presence of the delegates in Convention assembled, shall be fined \$5.00; said fine to be collected by and paid to such Union to which such delegate belongs.

20. When a motion has been declared carried or lost by acclamation, any member, before the Union proceeds to other business, may call for a count; but the yeas and nays cannot be called unless demanded before the President rises to take the question.

21. All reports of Committees shall be in writing, and when read to the Union shall be considered accepted without a vote unless objections be made thereto.

22. The various committees have priority of report as follows:

1. Committee on Credentials. (Privileged.)
2. Committee on Review and Appeals. (Privileged.)
3. Committee on Officers' Reports.
4. Committee on Subordinate Unions.
5. Committee on Grievances.
6. Committee on General Good.
7. Committee on Finance.
8. Committee on Journal.
9. Committee on Constitution.
10. Committee on Ways and Means.

23. On a final report of a special committee being accepted, the committee shall be considered discharged without a vote, unless otherwise ordered.

24. The yeas and nays may be called for by two members, and upon the assent of one-third of the members present, shall be so taken.

25. A motion to adjourn having been put and lost, shall not be in order again until thirty minutes have elapsed.

26. No subject of a political or religious nature shall at any time be admitted.

27. All business done in secret session shall remain secret until the injunction is removed.

INDEX

ORDER OF BUSINESS.

PREAMBLE.

	Article.	Sec.	Page.
TITLE, OBJECT AND POWERS.....	1		5
(Executive, Legislative and Judicial).....	1	4, 5	5, 6
ORGANIZATION BY DELEGATES.....	2		6
On Composition of	2	1	6
On Credentials	2	2	6
On Representatives	2	3	6, 7
On Votes	2	4	7
On Delegates' Election	2	5	7
On Contests	2	6	8
On Penalty	2	7	8
Officers refusing to sign credentials and order for expenses	2	8	9
ADMITTANCE AND REPRESENTATION...	3		9, 10
Who are not entitled.....	3	2	9
Who may be Delegates.....	3	3	10
Officers' expenses	3	4	10
Who are referred to and paid.....	3	5	10
ELECTION OF OFFICERS	4		10
Who are officers	4	1	10
Who are eligible	4	2	10, 11
How elected	4	3, 4	11
Installation and pledge	4	5	11
OFFICERS, DUTIES OF.....	5		12
President	5	1	12, 13
First Vice-President	5	2	13
Second Vice-President	5	3	13, 14
Third, Fourth, Fifth, Sixth, Seventh and Eighth Vice-Presidents	5	4	14
Secretary	5	5	14-16
Treasurer	5	6	16-18
OFFICIAL JOURNAL	5	7	18
Executive Board	5	8	18, 19
Judiciary Board	5	9	19, 20
Delegates, copy of each day's proceedings..	5	10	20
Sergeant-at-Arms	5	11	20
Journal per capita	6		20, 21
TRUSTEES	7		21
VACANCIES IN OFFICE.....	8		21
BIENNIAL MEETINGS	9		21, 22
REVENUES	10		22, 23
GENERAL POWERS	11		23
Defining Powers	11	1	23

	Article.	Sec.	Page.
Standard Work Time.....	11	2	23, 24
Masonry and Artificial Masonry.....	11	3	24-26
Membership and Equality.....	11	4	26
Initiation fee	11	5	26
Agreements and Arbitration.....	11	6	26-28
CHARTERS	12		29
Application for	12	1	30, 31
Form of	12	2	31, 32
Cost of, and Supplies for.....	12	3	32, 33
Executive Board, Powers of.....	12	3	33
Property Rights of.....	12	3	33
Questions to be Asked Candidates.....	12	4	33, 34
Pledge	12	4	34
By-Laws of	12	5	34, 35
APPRENTICE LAWS	13		35
Right to Regulate	13	1	35
Roll to be Kept.....	13	2	35
Indenturing Apprentices to Journeymen...	13	2	35, 36
To provide for.....	13	3	36
To Discountenance	13	4	36
Form of Contract	13	5	37-39
TRAVELING CARDS	14		40
Requirements of	14	1	40-43
Form of	14	2	43
Executive Board, Powers of.....	14	3	43, 44
Charge for Issuing and Penalty.....	14	4	44
Unlawful Issue of.....	14	5	44
Certificate of Deposit.....	14		44-45
CODE OF PROCEDURE, CHARGES AND			
TRIALS	15		46
Charges must be in Writing.....	15	1	46, 47
Charges to be Specified.....	15	2	47
As to Trial	15	3	47-49
As to Terms of Appeal.....	15	4	49, 50
As to Final Decision.....	15	5	50
Appeal to Convention.....	15	6	50
DELINQUENT LIST	16	1	51
Crimes and Penalties.....	16	2, 3	51-53
SUBORDINATE UNIONS, POWERS OF....	17		54
Qualification for Members.....	17	3	54, 55
Time for Charter Lists.....	17	4	55
To Recognize Plasterers	17	5	56
Non-resident Contractors and Delinquent members	17	5	56

	Article.	Sec.	Page.
Applicants for Membership, Jurisdiction of	17	5	56
Admittance of Plasterers, Conditions of...	17	5	56
Rejected Members	17	6	56, 57
Initiation Fee and Emergency.....	17	7	57
On Regulating Masonry.....	17	7	57, 58
To Elect Arbitration Committee.....	17	8	58
Beneficial Fund	17	9	58
Local Jurisdiction of Union Jobs.....	17	10	58, 59
Trade Affiliations	17	11	59
Official Communications	17	12	59, 60
Unsealed Correspondence, Penalty.....	17	12	60
Circulars to Subordinate Unions, Unap- proved	17	12	60, 61
Semi-Annual Reports	17	13	61, 62
Description of Delinquents.....	17	14	62
Referendum Vote	17	15	62
State and Provincial Conferences.....	17	16	62, 63
STRIKES AND STRIKE BENEFITS.....	18		64, 67
TO SCAB EMPLOYERS	19	1	67
WORKING CODE	19	2	67, 68
CONSOLIDATION OF UNIONS.....	19	3	68
WHERE BOROUGHES EXIST	19	4	68, 69
INJURY TO FELLOW MEMBERS.....	20		69
Members Working During Strike.....	20	1	69
Prohibiting Members Working on non-Union Masonry	20	1	69
To Lay Brick or Stone.....	20	2	69
Working at Both Branches.....	20	2	69, 70
Putting up Line More Than One Course..	20	2	69
DEPUTY, Duties of	21	1-4	70-72
AMENDMENTS	22	1-2	72
DISSOLUTION	23	1	72
RULES OF ORDER.....			73-77

STATE AND PROVINCIAL CONFERENCES

Traveling Cards	14	1	40
Powers, reserved to.....	17	1-3	54, 55
Regulating Masonry	17	7	57, 58
Arbitration Committee	17	8	58
Beneficial Funds	17	9	58
Local Jurisdiction	17	10	58, 59
Affiliation	17	11	59
Levying Per Capita Tax.....	17	16	63
Organization of	17	16	63